This Issue of the A. F. of L. Weekly News Service Consists of 2 Pages

The A. F. of L. Weekly News Service gives news, interprets and authentic interventions of matters affecting labor occurring in the industrial, legislative, and judicial fields, and contains other information of benefit to the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

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The man who does not do his own thinking is a slave, and is a traitor to himself and to his fellow-men.—Robert G. Ingersoll.

WHOLE NO. 1441 | WILLIAM GREEN, President | WASHINGTON, D. C., SATURDAY, NOVEMBER 26, 1938 | FRANK MORRISON, Secretary-Treasurer | VOL. 28, NO. 48

Green Insists Profit-Sharing Must Be Fair to Working Men and Women

He Tells Senate Committee Employers Must Recognize Trade Unions as Voice of Labor and Use Collective Bargaining to Determine Just Share of Excess Profits For the Toilers; Opposes "Incentive Taxation."

By A. F. of L. Weekly News Service.

Washington, D. C.—A strong denunciation of profit-sharing conceived by reactionary employers as a device to thwart trade unions in their endeavors to secure high wages, short hours and improved work conditions and equally strong insistence that collective bargaining must be extended to include terms for the allocation of business profits to workers, as well as in the wages which they supplement, featured the testimony of William Green, president of the American Federation of Labor, before a Senate committee making a survey of profit-sharing systems.

He also expressed "unalterable opposition" to any use of the taxing power of the Federal Government to promote profit-sharing plans and to amendments to the Social Security Act giving tax credits to employers for instituting profit-sharing or for any similar purpose.

The hearing was held by a special Senate committee named at the request of Senator Vandenberg of Michigan to investigate profit-sharing plans and principles now in effect in the United States with the object of ascertaining whether the scheme should be applied more generally by Government flat in the form of exemption from certain taxation of employers who adopt the profit-sharing plan.

TEXT OF GREEN'S STATEMENT

The text of Mr. Green's statement before the Senate Committee follows:

Labor is not opposed to principles involved in profit-sharing, but it is opposed to the way in which it has developed and operated.

Profit-sharing as developed in the United States was imposed on all existing economic injustice and discouraging union activity to secure a fair basic wage.

So-called profit-sharing plans were mainly developed by corporations that attempted to substitute for real collective bargaining an arrangement termed employee representation which for the most part was the form without the substance.

SPURIOUS PROFIT-SHARING SCHEMES

The companies sought to oppose trade unionism by "refined" methods of the "employee representation" plan or company union, including the substitution of the term "industrial relations" for "labor relations," employee representation for union and collective bargaining, industrial relations counselors to handle problems, et cetera.

The purpose of these substitute terms was to obscure the real labor problems and to direct attention from the union's concentration on the establishment of equities in their jobs and fair compensation for their participation in joint work. This background militated against developing of profit-sharing on a sound basis.

ALL-INCLUSIVE COLLECTIVE BARGAINING URGED

Labor believes all plans affecting labor must rest on collective bargaining.

Beginning with the basic fact of our social organization that people must have incomes to buy the necessaries and comforts for living, Labor asserts the right of every person to opportunity to earn that income which will include the right to benefit from work done.

The right of Labor to the fruits of its toil has been obscured by the complexities flowing from the corporative form of financing and production with its standardization of designs and machines and subdivision of work for repetitive processes.

Corporative financing has altered and

(Continued on Page 2)

FIRM MUST REINSTATE A. F. OF L. MEMBERS

Titmus Optical Company, Petersburg, Va., Found Guilty of Interfering With Right of Employes to Form Trade Union.

Petersburg, Va. (AFLWNS)—The determination of officials of the Titmus Optical Company, Inc., of Petersburg, to interfere with the right of the firm's employes to organize in Optical Workers Union, Local No. 20842, affiliated with the American Federation of Labor, brought the company under the fire of National Labor Relations Board on the charge of having violated the provisions of the National Labor Relations Act.

After a full hearing of the case the Labor Board ordered the company to stop discouraging membership in the A. F. of L. union and to reinstate with back pay three employes found to have been discharged for union activities.

Interfered With Organization Activities

Evidence before the Board at a public hearing in Petersburg, disclosed that the company had attempted to interfere with self-organization activities of employes through distribution of forewarning letters threatening the company's hostility to the AFL union, and by action of H. H. Titmus, company secretary-treasurer, criticizing union activities.

Titmus testified at the hearing that he was opposed to union organization, stating that "before I would stand for what was going on in that plant I * * * I would close up the plant and it could remain there and rot down." Titmus further testified that he stationed himself close to the union hall "to manage to get an idea as to who might be interested in forming a union," following this meeting the plant closed down for about seven weeks.

Titmus contended the shut-down was for the purpose of making necessary alterations and installations. However, under all the circumstances, the Board found from the evidence that the said den shut-down was intended to discipline employes for failure to renounce union activities.

Nazi Germany's Persecution of Jews Is Deliberate Savagery, Says Woll

Urges the American People to Build a Moral Ring Around Hitler's "Murderous Dictatorship" Until It Is Abolished and Freedom Restored.

Syracuse, N. Y.—Hideous savagery in its most repulsive forms characterizes the persecution of the Jews in Germany by Hitler's Nazi government, Matthew Woll, a vice president of the American Federation of Labor, declared here in a radio address over a coast-to-coast network of the Columbia Broadcasting System.

As a method of bringing Hitler's savages to a realization of the enormity of their outrages against civilization, he urged that Germany should be isolated by a "moral ring" until the barbarous Nazi victimization of racial, religious, and labor groups is brought to an end and liberty restored.

Mr. Woll's address followed a heated denunciation by the president of the American Federation of Labor, from Washington, D. C., expressing horror at the Nazi persecution of the Jews and appealing to the American people to join with the five million members of the A. F. of L. in a national boycott of German goods and services until the institutions of freedom and civilization are restored in Germany.

TEXT OF WOLL'S SPEECH

The text of Mr.-Woll's radio address follows:

One stark fact begins to emerge from the cloud which hovers over the German nation, in the form of the present persecution of the Jewish people by the Nazi administration. This fact is, that Nazi-ism is savagery of the most natural savagery of the uncultured tribe, but the deliberate savagery of vicious leaders who have, by other way to have their will.

This savagery throws away all the restraints and kindnesses of civilization, and retains only civilization's power to do evil.

Nazi-ism has one evidence of the savagery of its leaders' opposition, and that is, the denial of all right of any opposition. It is despotic in the way that a century-old Dahomey chieftain was despotic, by killing any who opposed him who were not strong enough to kill him.

This was shown in the killing of hundreds of others who had helped to put him into power, because he found that he could not otherwise control them. It is shown again in his intolerable cruelty to those in Austria who objected to his invasion. It is shown in

(Continued on Page 2)

BUTCHER SUPPLY FIRM COMPANY UNION ENDED

Koch Company, North Kansas City, Mo., Is Also Ordered to Stop Interfering With Two A. F. of L. Unions and to Reinstate Victimized Union Members With Back Pay.

By A. F. of L. Weekly News Service.

North Kansas City, Mo.—After an investigation of the complaint that the Koch Company, Inc., of North Kansas City had discriminated against members of the Cabinet and Millmen's Local Union No. 1625 and Sheet Metal Workers' Local Union No. 36, both affiliated with the American Federation of Labor, the National Labor Relations Board ordered the company to reinstate five employees to their former positions without prejudice to seniority or other rights and to award remedial wages to three of the five employes, totaling about $697.67.

In addition, the board ordered the company to stop discouraging membership in the A. F. of L. unions and to disestablish the Refrigerator Trade Union for employes of the company and to end its domination of the plant union.

HITLER DENOUNCED AS BRUTISH CAESAR AND DESPERATE MADMAN

Nazi Dictator's Persecution of Jews Is Natural Sequence of Imprisonment of German Labor Leaders, the Attacks on Catholics, Protestants, Organized Labor, and Every Individual, Religion or Group That Stands in the Way of the German Oligarchy, President Green of A. F. of L. Says; Intensification of Boycott Against Nazi Germany Urged.

Washington, D. C.—A justified and bitter denunciation of Adolph Hitler's Nazi German Government for its unparalleled persecution of Jews in Germany, support of any practical plan for the release of Jewish refugees from Hitler's fury, and a call to the American people to join in a militant and nation-wide boycott of the goods and service of Germany until the persecution of the Jews is ended, featured a radio address here by William Green, president of the American Federation of Labor, over the national network of the Columbia Broadcasting System.

Mr. Green said, is unitedly supported by the five million members of the American Federation of Labor, whom he called upon to intensify their militant activities against the Nazi dictatorship until its victimization of the Jews and all other racial, religious and economic groups is definitely terminated.

TEXT OF GREEN'S SPEECH

The text of Mr. Green's speech follows:

The American Federation of Labor was the first great institution in this country to put into effect an economic boycott against Nazi Germany. This action was taken five years ago at the 1933 convention of the American Federation of Labor and has been reaffirmed at each succeeding convention.

What was it that influenced the 3,500,000 members of the Federation to pledge unanimously through their chosen representatives that they and their families would not buy goods made in Germany?

There are two compelling reasons. First, the wholly unwarranted persecution of the Jews in Germany by the Nazis and, secondly, the destruction of the organized labor movement in Germany by the Nazis.

One of the first acts of the Hitler regime when it came into power was the arrest and imprisonment of German labor leaders. This was followed by the suppression and dissolution of the German trade unions in a campaign of brutality and ruthlessness that matched Hitler's attacks on the Jews.

FOREIGN AGENTS OF TERROR

The American Federation of Labor recognized immediately that this Nazi terror was the beginning of a reign of terror that spelled the end of all freedom in Germany. We knew it would result in enforced labor and virtual slavery for the German workers. We knew that the Government ruthless enough to wipe out the rights of labor would not hesitate to trample upon the rights of all races, creeds, religions and beliefs. For a strong, free and independent organized labor movement is the greatest protection and safeguard we have for the protection of its freedom and civil liberties.

Press dispatches from abroad show the atrocities against German Jews have now been renewed with a ferocity which recognizes no limitations. Labor

(Continued on Page 2)

WHOLESALE MERCHANDISE WORKERS GAIN GOOD PACT

Agreement of A. F. of L. Union With Butler Brothers, Chicago, Includes 40 Hour Week, Vacations With Pay and Seniority Rights.

Chicago, Ill. (AFLWNS).—Butler Brothers Wholesale Merchandising Company, of Chicago, and the Wholesale Merchandise Workers Union No. 20475, an affiliate of the American Federation of Labor, signed an agreement which secures many benefits for the workers.

The company recognizes the union as the collective bargaining agent for all of its employees in the packing room, shipping room, receiving room, stock, original package and warehouse, and provides a bulletin board for the notification of union meetings.

Wages for engineers are fixed at $75 per month when first employed and $87 per month after six months.

The company agrees that there will be no reduction in hourly or monthly wage rates as a result of the agreement.

Forty-four hours were fixed as a week's work from September 1 to February 1, and 40 hours from February 1 to September 1 at the established rates of pay.

All overtime work will be at the rate of time and one-half. This also applies to all work on Sunday and over eight hour day.

Employes in the employ of the company prior to January 1 of last year receive two weeks' vacation with pay. Those employed 15 years or more receive three week's vacation with pay. Those employed after January 1 and before October 1 of last year receive one day of vacation this year for each month of service during last year.

(Continued on Page 2)

Brewers Association Urges Use Of American Barley and Malt

New Orleans Convention Adopts Views of Ornburn Committee Against Importation of Foreign Malt.

By A. F. of L. Weekly News Service.

The United States Brewers Association at its recent convention in New Orleans adopted a resolution endorsing the efforts of the American Barley Committee to improve the quality of American barley for malting purposes.

The committee is made up of representatives of all the associations of brewers and also representatives of farmers and organized labor. The aim of the committee is to encourage the use of American-grown barley and artificially-prevent its importation.

I. M. Ornburn, secretary-treasurer,

(Continued on Page 2)

LITTLE ROCK TAXI UNION GAINS CLOSED SHOP PACT

Little Rock, Ark. (AFLWNS).—Teamsters, Chauffeurs, Stablemen and Helpers Union No. 78 finalized a closed shop agreement with the Yellow and Checker Taxicab Companies of Little Rock, which ended the nine months strike against the company.

In addition to the closed shop provision the contract calls for the reinstatement in their former positions with seniority ratings of all men who were discharged and who voluntarily ceased employment due to the discharge of their fellow workers. They received a five per cent increase in wages subject to an agreement based upon the earnings of th company at the expiration of three months.

WAGE ACT NOT ENOUGH TO PROTECT CHILDREN

Large Portion of Child Workers Do Not Come Under Provisions, National Child Labor Committee Says.

By A. F. of L. Weekly News Service.

New York, N. Y.—The National Child Labor Committee has issued a warning against the view held by many people that the child labor section of the Federal Wage and Hour Act end the exploitation of children in industry and commerce.

On this point an article entitled "Wage-Hour Law Not Enough," printed in "The American Child," the National Committee's official organ, says:

The Fair Labor Standards Act, generally known as the Wage-Hour Law, is now a reality. Its child labor provisions mark the first real administration of the Federal Children's Bureau, which soon is to be in force throughout the country. This by no means warrants the conclusion that child labor in the United States is further federal regulation is unnecessary. Only those industries which apply for certificates issued come under the child labor ban of the Wages and Hours Act. The great amount —in fact the largest percentage—of child labor is in intrastate occupations, which are not reached by the new legislation.

President Roosevelt has urged that there be no relaxation of effort in the child labor field. The following is an excerpt from a letter written on June 13, the day before the Wages and Hours

(Continued on Page 2)

COUNCIL OF CHEMICAL WORKERS ESTABLISHED

New Unit Plans Organization Drive in Middle Western States.

By A. F. of L. Weekly News Service.

Chicago, Ill.—Delegates from a group of chemical workers under charter of A. F. of L. Federal labor unions, located in Chicago, Joliet, East St. Louis, and Waukegan, met recently in the Chicago office of the American Federation of Labor and organized the District Council in the Chemical and Allied Industries.

The Chicago representative of the American Federation of Labor advised the delegates that they form a district council covering the Middle West, followed by similar councils in the Eastern, Southern, and Western States.

The delegates were enthused with the prospects. They immediately turned to business and adopted governing rules which provided that the name of the council shall be The District Council in the Chemical and Allied Industries of the Middle West, and that the purpose of the council would be to put on an intensive campaign to organize workers in the chemical and allied industries in the area not yet organized.

The following officers were elected: Alexander Marks, general organizer, president, Chicago, Ill.; Otto Buller, first vice president, East St. Louis, Ill.; Henry McCarthy, second vice president, Joliet, Ill.; Richard E. Tomlinson, recording secretary, Chicago, Ill.; Herman J. Parr, financial secretary-treasurer, Chicago, Ill.

The executive board of the council is composed of the officers, with power to call future conferences when deemed necessary.

Green Urges All A. F. of L. Unions to Appoint Committees To Promote Militant Boycott of German Goods and Services

OREGON ANTI-LABOR LAW HITS WORKERS

A. F. of L. Will Test Before U. S. Supreme Court Constitutional Validity of Measure Restricting Strikes and Other Legitimate Union Activities.

By A. F. of L. Weekly News Service.

The scope of the anti-labor groups in Oregon in mobilizing enough votes in the recent election to pass an initiative measure "regulating" trade union activities to the point of destruction of the organized labor movement in that State will undoubtedly be thwarted by the determination of the American Federation of Labor to take the law before the courts with final appeal to the Supreme Court of the United States.

The law, which nearly final election turns show banned by a majority of about 50,000 votes, prohibits strikes and picketing except by a majority of a company's employes in a direct dispute over wages, hours and working conditions; limits the collection of money by dues or otherwise to the actual needs of the union and requires a strict accounting of union funds; forbids so-called "union interference or coercion" of non-union workers, and prevents union "interference" with any lawful commercial, manufacturing or farming operations.

Similar proposals were rejected in the November election by the adjacent States of Washington and California.

The Oregon State Federation of Labor declares that the Oregon law will prevent collective bargaining in many cases, workers at the mercy of unscrupulous employers.

Backed by Slush Fund

In commenting on the measure and the methods by which the anti-labor coalitionists secured its contract, Ex-

(Continued on Page 2)

AUTOMATIC MACHINES TAKE LABOR'S PLACE

They Also Make the Worker's Skill Commercially Valueless, W. P. A. Finds.

By A. F. of L. Weekly News Service.

The displacement of human labor and the destruction of the market value of skilled labor are the inevitable results of the widespread introduction of measurement devices and automatic control instruments in industry, according to a report entitled "Industrial Instruments and Changing Technology," which was prepared by the National Research Project of the Works Progress Administration and issued recently by Administrator Harry L. Hopkins.

Although the report emphasizes that such measuring devices and automatic control instruments have "speeded up production, increased the quality of products, reduced costs and increased the leisure time of workers," in escaping the baneful effects of this process on working men and women both in the destruction of job opportunities and the degradation of skilled labor. On these points the report says:

Instruments in some instances serve as direct substitutes for labor. Heilbrun Union No. 78 finalized a closed which transfer the actions of an instrument into automatic operations of a machine have eliminated manual workers. Inspection and handling operations are particularly susceptible to automatic control in mass production industries. A wide variety of automatic devices has been applied in these industries to mechanize handling and visual-inspection tasks."

"The judgment of a trained workman is frequently made unnecessary by an instrument which indicates a condition so precisely that an unskilled worker can give the process the necessary attention. Where a new skill is introduced it is likely to be of a different sort, for instance, one requiring an ability to read meters and perform calculations."

CRAFT RECOGNITION WON BY A. F. L. DIE SINKERS

Toledo, Ohio (AFLWNS).—Confronted with the indisputable fact that practically all of the die sinkers employed by the Willys Overland Motors, Inc., have become members of Local 205, International Association of Machinists, the National Labor Relations Board certified the Machinists Local as the exclusive agent for the die sinkers in bargaining with the company.

The die sinkers definitely and firmly decided to invoke the Wagner-Connolland Labor Relations Act, to retain their craft identity instead of being merged into a mass of heterogenous employes according to the scheme of the industrial union.

PRINTERS UNION WINS BARGAINING ELECTION

New York, N. Y. (AFLWNS).—According to an order issued by the National Labor Relations Board, the National Herald, Inc., of New York City, is required to bargain collectively with Hellenic Typographical Union No. 817, International Typographical Union, as the sole bargaining representative of its employes in the composing room, and to reinstate two employes to their former positions.

In addition, the Board ordered the company to pay two employes, one of them reinstated, a total of about $766 in remedial wages, and to stop discouraging membership in Local 817 or in any other labor organization.

Renewed Ferocity of Hitler's Nazi Government Against Jews, Catholics and Trade Unions Calls For Effective Protest From All Lovers of Liberty, He Declares; "Jewish People Have Been Forbidden to Exercise Ordinary Elemental Rights; They Are Being Robbed of Their Property and Possessions; They Are Denied the Opportunity to Work and Earn a Living; They Are Being Driven Into Concentration Camps Comparable to the Ghetto; Merchants Are Forbidden to Sell Them Food; Their Children Are Denied the Right to Attend School; They Are Threatened With Intolerable Persecution If They Attend Public Gatherings, Places of Amusement or Religious Meetings; Such Penalties Can Only Be Described as Slow, Sure, But Torturous Death."

"Save the Jewish People in Germany; Do It by Acting at Once; Boycott German Goods and German Service as You Have Never Boycotted Before; Make It a Matter of Special Consideration and Special Action; Do So Individually and Collectively; Let Us Preserve, So Far As It Lies Within Our Power, the Absolute and Full Freedom of Conscience and of Religion; Set Up Community Organizations For the Avowed Purpose of Making This Boycott Effective; Let Hitler and His Associates Responsible For the Persecution of the Jewish Race in Germany Know and Understand That Not Only Is the Conscience of American Working Men and Women Aroused, But That They Have United in a Common and Determined Purpose to Bring To An End the Brutal Treatment and Inhuman Practices Imposed Upon the Jewish People in Germany."

By A. F. of L. Weekly News Service.

Washington, D. C.—William Green, president of the American Federation of Labor, called upon all organizations affiliated with the Federation to appoint committees in every locality in the United States to intensify the boycott of German goods and services in a militant protest against the persecution of the Jews in Germany by Hitler's Nazi government, which he described as a "human torture never before portrayed even by the heartless barbarians during the darkest period of the world's darkest age."

In a letter sent to all National and International Unions, State Federations of Labor, Central Labor Unions, and directly affiliated Local Unions, the president of the A. F. of L. urged working men and women to refuse to buy German goods or to use German service until the Nazis end their persecution of Jewish people and their interference with religious freedom, and recommended that the German Boycott Committees persuade merchants in every locality "to dispense with German goods they may have on hand and to make it clear that working people will no longer buy German goods or use German service while human beings in Germany are being driven and persecuted like hunted animals."

TEXT OF GREEN'S LETTER

The following is the text of Mr. Green's letter to the unions affiliated with the American Federation of Labor:

Press dispatches from abroad reaching us each day show that persecution of Jewish people and Catholics, Trade-Unions and other minorities in Germany has been renewed with a ferocity which recognizes no limitations.

The details of it all are shocking to our sensibilities, they inspire within all liberty loving people a feeling of righteous indignation.

In many respects the atrocities perpetrated upon helpless Jewish people residing in Germany have been unparalleled during any period in all the world's history.

The persecutions of the Catholic hierarchy and the followers of the Catholic religion in Germany are vicious, indefensible and shocking.

We, living here in America, breathing the air of freedom, respecting the rights of all classes of people regardless of creed, color or nationality, cannot understand the savage instincts which motivate the action taken in Germany against the Jewish race.

BARBAROUS TORTURE APPLIED BY NAZIS

Here is presented to the world an exhibition of intolerance, racial hatred and human torture never before portrayed even by heartless barbarians during the darkest period of the world's darkest age.

Such a campaign of destruction can only be classified as befitting a day and age far removed from human civilization. It is a campaign of horror, persecution, terror, racial hate and destruction of human life.

We protest these brutal iniquities perpetrated upon a helpless race.

We call upon the men and women of Labor in America with all their friends, to blaze in the bombination of the moral strength of the world in opposition to the indefensible and inhuman policy pursued by German government.

Because the masses of the people cherish fondly our common heritage of religious freedom, liberty and the protection of life and property, we can understand what these priceless blessings mean to the common people in other nations throughout the world.

By contrast and comparison we know how the destruction of these vital principles affects the life and happiness of helpless minorities in European countries.

INTENSIFIED BOYCOTT OF GERMAN GOODS URGED

Labor cannot remain silent or passive. It must meet the situation which has arisen in Germany in a strong and effective way. We possess the power to do so. We must express our resentment known, not only through the submission of individual and collective protests, but also in a vital and striking way. It is not enough to protest. Protest must supplement protest with action.

Having this in mind, I am calling upon the men and women of Labor in a way I have never called upon you before, to boycott German goods and German service. Let such action speak louder than words. Refuse to buy German goods or to use German service until the persecution of Jewish people and the interference with the exercise of the right of religious freedom in Germany are terminated and they are accorded their rights as human beings.

I call upon National and International Unions, State Federations of Labor, Local Central Labor Unions and directly affiliated local unions to appoint German Boycott Committees charged with the duty and responsibility of calling upon merchants in their respective cities and towns and villages, to dispense with German goods they may have on hand and to make it clear that working people will no longer buy German goods or use German service

(Continued on Page 2)

Federal Loan to Alabama Power Company Opposed by State Federation of Labor

Concern Is Charged With Promoting Company Unions and Discouraging Membership in A. F. of L. Electrical Workers Brotherhood.

By A. F. of L. Weekly News Service.

Birmingham, Ala.—A firm protest against the credit institutions of the United States government making any loans to the Alabama Power Company pending the conclusion of the company's trial on the charge of having promoted company unions and interfering with the right of its employes to join the International Brotherhood of Electrical Workers, an A. F. of L. affiliate, featured the hearing on the charges held here by the National Labor Relations Board.

According to the testimony the company began its promotion of company unions back in the days of the National Recovery Act, when it sponsored "The Alabama Power Company Employes' Representation Association." Later, testimony declared, the firm assisted in reorganization of the Employes' Representation Association under the name formed by leaving out the word "representative." The new company union was called "The Alabama Power Company Employes Association." Still later, some time this year, the company, according to the testimony, gave its union another name, this time calling it "The Independent Union of Alabama Power Employes, Inc."

It was charged before the Labor Board that all of these company unions were organized and promoted by the Alabama Power Company for the spe-

(Continued on Page 2)

Green Insists Profit-Sharing Must Be Fair to Working Men and Women

(Continued from Page 1)

obscured the responsibility or investors in a business enterprise; mass production or large scale production has obscured the relation between the worker and his productiveness.

UNIONS ARE LABOR'S VOICE

"What is needed in this situation is genuine organization of workers in unions so that they may have an agency for collecting and collating the facts of the work relationships and of the results of joint and individual work for the purpose of joint discussion with management to define the principles and standards of compensation for work.

This union function is indispensable to justice to workers, to balanced progress of the industry within the basic structure and to social justice and peace in the community. Denial of the fundamental justice to those who carry on the productive processes of industry or maintain our service institutions, or attempts to frustrate collective bargaining are what cause labor disputes and social discontent.

RIGHT TO ORGANIZE AFFIRMED

Substitutes for justice may for a time prevent the outbreak of disputes, but they increase and foster a spirit of unrest which sooner or later will break out.

In recognition of these facts our Nation has undertaken to assure to wage earners the right to organize in unions and to bargain collectively through representatives of their own choosing. This priceless foundation of economic liberty we must protect and safeguard against all invasions whether by employers or governmental administrators.

PROFIT-SHARING TERMS MUST BE BASED ON COLLECTIVE BARGAINING

It follows that we are equally unwilling to see the scope of collective bargaining narrowed so that profit-sharing on any other new provision affecting work relationships must mean an extension of collective bargaining to the new field.

All of the terms and conditions of payment for work should be determined through joint conferences of representatives of management and those concerned, carried to mutual agreement upon issues discussed. Should union and management consider a basis for profit-sharing, these would be elements in the consideration. Labor cannot be asked to accept blindly management's decision on what constitutes profits. All of the facts must be available.

(1) Profits plus and 20 per record must be equally available to union and management.

(2) Sales policies must be considered by both parties and be mutually acceptable. All records must be equally available to both sides.

(3) Salaries of executives and officers and returns to investors must be subject to the same conditions.

(4) Financial policies and proposals must be subjected to the same review and decision.

(5) The standard wages of producing workers, which are probably charges, should be fixed by collective bargaining at the highest level industry could reasonably be expected to pay and should provide for customary standards of living proportionate to productivity as human labor power is increased by mechanical power and machine tools, and reflecting lower unit production costs. The standard wage is the cost item which is the first charge in industry and which is necessary for the sustained consuming power upon which all business depends.

REAL PARTNERSHIP URGED

(6) Profit-sharing or a partnership wage is the share which Labor would have in the net income of the enterprise. In reality Labor is a partner in production, not from the investment of capital, but from the investment of experience and work ability. Labor partner Labor would have a voice in determining the use of profit sharing.

Recognition of real partnership and frank knowledge of the privileges and rights derived therefrom would be the greatest incentive to sustained efficiency in work that industry could devise. Nothing involved in the acceptance of the real partnership alters the functions of management and workers. Management must still settle the major orders and the production staff would execute them.

FALLACY OF INVESTORS CLAIM TO PROFITS

Investors have always claimed that profits belonged exclusively to them because they alone bore the risk of insolvency. But we well know the risk of business is borne by every person dependent upon it for work and income. The risk of wage earners is no less frightening and hazardous than that of investors—food, clothing and shelter are at stake.

The profit motive is a strong force. It gives an individual opportunity to benefit from resourcefulness and efficiency. It has been a most powerful force in developing present day civilization and we do not wish to limit the scope of its operation. We, therefore, propose that collective bargaining be extended to the field of profit-sharing as rapidly as possible.

Profit-sharing in the strict sense means a plan to share net profits with employes. Some have used the term in a broader sense meaning profit-sharing to include types of bonus payments, insurance or savings plans, stock ownership, and profit-sharing bonus, such as premerit bonus, per cent-on-wages bonus, cost-of-living bonus and service bonus.

The difficulty of including these plans in profit sharing is that they are a part of the wage structure and therefore are production charges and therefore must be charged off before profits can be determined and divided.

MANY PROFIT-SHARING PLANS DISCONTINUED

A study by the British Ministry of Labor (1930) showed that out of 325 bona fide profit-sharing plans in that country 320, or 62 per cent, had been discontinued.

The National Industrial Conference Board reviewed experience in this country in its 1937 study and found that 90 per cent of 141, or 64 per cent, had been abandoned. Dissatisfaction of employers or employes was found to be the cause for discontinuance of 26 per cent of the plans and 29 per cent of the American. Substitution of higher wages, shorter hours or other benefits accounted for 9 per cent. Loss of 25 hours with the British companies and in 14 per cent of the American.

TAX CREDITS OPPOSED

The American Federation of Labor is subject to any conditions attaching the power of the Government to promote profit-sharing plans. We are especially opposed to amending the Social Security Act to provide tax credits for funds allocated to profit sharing or similar purpose, however worthy they may be in themselves.

The Social Security Act is to provide a basic degree of security for victims of industrial unemployment. It cannot, therefore, without the effects of dilution, try without interfering with its primary function.

The costs of administering social security are already too high—between $49,000,000 and $60,000,000—these high costs are due in part to our inexperience in the field and we have to the very complicated provisions in our law. Merit rating provisions in the law not yet in effect will definitely increase these costs. The Federation believes that provisions for tax credit for profit sharing would multiply the difficulties and the costs.

A. F. of L. Asks $1,500 Minimum Wage And 35-Hour Week for Federal Workers

Fourteen-Point Legislative Program For Government Employes Also Includes Optional Retirement After Thirty Years, Overtime Pay, Night Differential, Appeals Board, Shorter Hours and Better Working Conditions For the Personnel of the Veterans' Administration, Federal Penal Institutions, and For Custodial Employes.

By A. F. of L. Weekly News Service.

A strong resolution favoring a $1,500 minimum wage for full time employes of the United States Government, with automatic salary increases and a five-day, thirty-five hour week with no decrease in pay was unanimously supported by the recent annual convention of the American Federation of Labor at Houston, Texas, which endorsed the fourteen-point legislative program of the American Federation of Government Employes with the statement that the A. F. of L. "will use every effort toward bringing this program to a successful conclusion."

The following is the legislative program for employes of the Federal Government approved by the A. F. of L. convention:

"1. A minimum wage of $1,500 per annum for all full-time employes with statutory automatic increases in salary.

"2. A five-day week of 35 hours with no decrease in pay to be applied throughout the Government Service.

"3. Extension of the merit system to include all branches of the civil government now excluded by law.

"4. Extension of the Classification Act to the field services desiring the same.

Liberalized Retirement Rules Asked

"5. Optional retirement after 30 years of service, and amendment of the Civil Service Retirement Act to permit an employe who has rendered 15 or more years of service to become involuntarily separated to receive the benefits otherwise provided in the Act. Unqualified disability retirement after 60 years of age. Options of employes not to exceed 18 per cent of salary to purchase additional annuities above the specified limit.

"6. Compensation for overtime either in the form of salary or leave, with the provision that an employe shall be required to work overtime only upon authorization of the Chief of a major unit of an agency, or through the immediate supervisor of the employe. Unlimited accumulation of leave credit as a result of overtime with the provision that it shall be available until used.

"7. Application of the night differential to all positions requiring night shifts.

Prevailing Wage Urged

"8. Payment of not less than the prevailing wage to craft employes in agencies not affected by wage boards or other machinery for fixing wages and salaries.

"9. Consideration of length of service, experience, and general fitness in promotion. Recommendation as contemplated by the Executive Orders of June 24, 1938, so as to prevent promotion procedure from becoming mechanical and to assess the true value of each factor entering into the selection of employes for promotion.

"10. Creation of a Board of Appeals, independent of the agency in which the employe is employed, which shall be so organized as to protect fully the rights of employes.

"11. Optional Quarters, Subsistence and Laundry, with provision for applying the cost uniformly to all positions wherein it is customary to supply such services.

"12. Shorter hours and more reasonable pay for employes in Veterans' Administration Facilities.

"13. Better pay and better working conditions for custodial employes, including charwomen and charmen.

"14. Shorter reasonable hours and better working conditions in all Federal Penal Institutions."

Refinery Workers Vote For AFL Bricklayers

Houston, Texas (AFLWNS).—Local No. 7 of the Bricklayers, Masons and Plasterers International Association of America, affiliated with the American Federation of Labor, has been certified by the National Labor Relations Board as the exclusive collective bargaining agency for bricklayers employed at the Deer Park Refinery of the Shell Petroleum Corporation here.

The certification was in accordance with the expressed desire of the employes concerned.

Birmingham Street Car Union Wins Wage Boost

Birmingham, Ala. (AFLWNS).—The 125 members of Local No. 75, Amalgamated Association of Street and Electric Railway Employes of America, are deservedly slated over their new agreement with the Birmingham Electric Company. Negotiated by the officers of the local, the contract adds approximately $30,000 to the pay envelopes of the members during the coming year.

HITLER DENOUNCED AS BRUTISH CAESAR AND DESPERATE MADMAN

(Continued from Page 1)

cannot remain silent or passive. We must make our protest felt not only through individual and collective protest, but through collective action.

HISTORY BACKED BY A. F. OF L.

With this in mind, I have today called upon every organization affiliated with the American Federation of Labor and every man and woman in the labor movement, as I have never appealed to them before, to redouble their vigilance in the boycott of German goods and German services.

I now address the same appeal to all of my listeners. Such action can speak louder than words. Refusal to buy German goods or to use German service will tell the persecution of Jews in Germany is terminated and they are accorded their rights as human beings.

Hitler already is feeling the pinch of economic distress. His announced intention of doubling the army budget in Germany is a menace of this. If anything can imperil world peace it is the folly of his course and induce him to his own ruin. Surely, it is economic pressure from the outside world.

HITLER IS A SCHEMING CHARLATAN

We must always remember that this brutish Caesar, this desperate madman, is scheming and deliberate in his every operation. It is conceivable that the recent blackmail tactics practiced by Hitler were undertaken merely to avenge the humiliation of a mine foreman diplomat in Paris by a crazed boy!

Is it believable that Hitler has turned his fury against the Jews because of sadistic joy of seeing helpless victims suffer? Is it even understandable that he has staged this mass spectacle of cruelty just to divert the attention of the oppressed German people from their own grievances?

What, then, can be Hitler's motive? Is it possible he has conceived a vast criminal plot to blackmail the world? Is it possible that he is holding the German Jews captive like a kidnapper, in the hope of forcing the Jews of other nations to pay ransom for their release? Is it possible he expects the democratic nations of the world to pay him ransom in the form of trade benefits?

These questions should be answered by those who have studied the present situation at close hand and are in a position to know more about the facts.

PRESIDENT SPEAKS FOR ALL AMERICANS

It is significant that President Roosevelt has recalled our Ambassador from Berlin for consultation here. It is encouraging that the President has discarded the niceties of diplomatic usage and frankly stated his personal views that such things as are happening in Germany could take place in these supposedly civilized days.

By so doing the President has expressed the feeling of all our people of whatever faith in every walk of life. We know that Hitler has attacked not only the Jews but Catholics, Protestants, organized labor and every individual, religion, or group that stands in his way. No one is safe in Germany today.

Therefore, I pledge the support of the American Federation of Labor to any practical plan for the rescue of refugees from Hitler's wrath. This must be done not as charity but in the name of humanity.

And in that same spirit I pledge that the full strength of the A. F. of L. Federation of Labor and its 5,000,000 members will be exerted to keep the plague of Nazism from spreading in this country.

What is happening in Germany today is so terrible that it makes us ashamed that human beings can sink to such depths. But we must not let it discourage us. It should rouse our faith in our own free democracy and strengthen us in the determination to hold fast to the principles of truth, justice and decency which have guided our destiny as a nation. Let us show the world that these principles cannot die in the hearts of human beings.

Brewers Association Urges Use Of American Barley and Malt

(Continued from Page 1)

Union Label Trades Department of the American Federation of Labor, in addition to the union label, there are 3 per cent of the beer manufactured in the United States which bear the label of the International Union of the United Brewery, Flour, Cereal and Soft Drink Workers of America. Mr. Cullen is the chairman of the American Grains Committee and was recently appointed a trustee of the Brewers Association.

The resolution reads as follows:

"Whereas, Immediately upon the repeal of the prohibition, there arose a scarcity of American barley of malting quality, and in view of such continued scarcity and the present economic conditions, the importation of malt was a matter of necessity; and

"Whereas, Improvement is being made in the production of American barleys of malting quality, with resulting favorable effects derived therefrom by American farmers, labor, and the malting and brewing industries; now, therefore, be it

"Resolved, That the future importation of foreign malts be discouraged by the American brewers except in the case of emergency requirements.

"Be it further Resolved, That it is the bounden duty of this convention to work toward coordination of efforts by the various agricultural interests and the committee with the brewing chemists, the cron improvement associations, with the cooperation being tried on the chairmanship of the United States Department of Agriculture cooperating."

Federal Loan to Alabama Power Company Opposed by State Federation of Labor

(Continued from Page 1)

cific purpose of preventing its employes from joining the International Brotherhood of Electrical Workers.

During the hearing the officials of the company repeatedly stated that they are deavoring to borrow a large sum from the Reconstruction Finance Corporation. When this revelation was made, President S. E. Roper and Secretary W. O. Hare of the Alabama State Federation of Labor swung into action and wired Alabama's Senators and Representatives in the United States Congress and other Government officials, protesting any loan being made to the Alabama Power Company while that company was being tried on the charge of violating the National Labor Relations Act.

(From A. F. of L. Weekly News Service Supplement)

AFL UNIONS WIN GREAT NORTHERN RY. ELECTION

Washington, D. C. (AFLWNS).—In accordance with the results of an election held under the auspices of the National Mediation Board to ascertain the wishes of certain employes of the Great Northern Railway Company relative to their representatives for collective bargaining, the Board certified that the International Association of Machinists, International Brotherhood of Blacksmiths, Drop Forgers and Helpers; Sheet Metal Workers International Association; International Brotherhood of Firemen and Oilers, Helpers, Roundhouse and Railway Shop Laborers, operating through the Railroad Employes' Department of the American Federation of Labor, have been designated and authorized to represent employes of the craths or classes of machinists, blacksmiths, molders, electrical workers, the powerhouse employes and oilers, engineering, and power house employes and railway labor employes employed by the Great Northern Railway Company, for the purposes of the amendment of 1934.

The American Federation of Labor unions won the election by good majorities against the Amalgamated Associations of Shop Craft Employes, Great Northern Railway."

(From November 21 issue of A. F. of L. Weekly News Service)

TEXTILE WORKERS PAY RAISED BY WAGES ACT

Washington, D. C. (AFLWNS).—A report submitted to Secretary of Labor Perkins by Commissioner of Labor Statistics Isador Lubin showed that about 350,000 of the approximately 1,000,000 workers in cotton mills of the United States received wage increases as a result of the 25-cent an hour minimum fixed by the Wages and Hours Law, effective on the southern mills during the late Spring and Summer.

"In contrast with the general average of $8.3 cents an hour in August and September, 1938," the report stated, "this represents an increase of about 9 per cent from the average of 42 cents an hour which prevailed in May, 1937. The decrease resulted from rather widespread reductions in hourly earnings in cotton mills in January and February and decreases in the southern mills during the late Spring and Summer.

"In contrast with the general average of $8.3 cents per hour in August, 1938, for the industry as a whole, the average hourly earnings in cotton mills was 44.6 cents, while the average in Southern mills was 36.4 cents."

75 New Members Gained By Charlotte Teamsters

Charlotte, N. C. (AFLWNS).—Following a brisk organization campaign here, seventy-five truck drivers became members of Local No. 71, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.

MINIMUM CANDY WAGE FOR NEW YORK STATE

6,400 Women and Minors Benefit In Order Requiring Employers to Pay Not Less Than 65 Cents an Hour and $14 for Forty Hours Work.

Albany, N. Y.—Miss Frieda S. Miller, State Industrial Commissioner, issued an order fixing a minimum hourly wage of 35 cents and a minimum weekly wage of $14 for forty hours' work for 6,400 women and minors employed in the candy industry in New York State.

Following the unanimous recommendation of the Confectionery Wage Board, representing manufacturers, workers and the public, which more than the minimums are established for short work weeks. From Sept. 1 to April 1, which includes the industry's busy season, employers may schedule work three days or less in any week are to be paid a minimum of $10 for that week. In the slack season, from April 1 to Sept. 1 those employed two days or less in a week are to receive a minimum of $7, the order provides.

Hours beyond forty will be considered overtime to be compensated for at the rate of time and one-half, or 52½ cents an hour, except during the fourteen-week peak period of the holiday season. In those weeks the rate for hours from forty to forty-four will be 31½ cents while work hours past forty-four must be paid for at the rate of 52½ cents.

WAGE ACT NOT ENOUGH TO PROTECT CHILDREN

(Continued from Page 1)

Act was passed, to U. S. Senator James E. Murray of Montana:

"I realize that while reference to the elimination of oppressive child labor our task will be only partially completed by the amendment to the Constitution, which would enlarge the power of the national government to legislate on this question, has been ratified.

"But until the elimination of oppressive child labor has been fully achieved, we must not relax our efforts."

(Signed)
FRANKLIN D. ROOSEVELT.

OREGON ANTI-LABOR LAW HITS WORKERS

(Continued from Page 1)

ecutive Secretary Nickerson of the Oregon State Federation of Labor, said:

"The adoption of this bill is an evidence of the hostility toward labor as previously had not been seen in this State. The campaign in support of the measure marked a new low level in the unscrupulous use of money to deceive the voters.

"Labor could not match the slush fund which employing interests poured into streams of communications such as radio and newspaper advertising.

"Labor does not admit defeat, but will challenge the measure in the courts. Also we are confident that the great court of public opinion will nullify the iniquitous measure when the truth becomes known, for this sort of thing cannot endure in a democracy."

A. F. of L. Aids Court Test

William Green, president of the American Federation of Labor, has assigned Joseph Padway, general counsel of the Federation, to direct the litigation to contest the validity of the Oregon measure.

The argument before the courts will contend that the measure not only violates the Constitution of Oregon and the constitution of the United States, but that it also conflicts with the Labor Relations Act, the Wages and Hours Act and the Norris-La Guardia Anti-Injunction Act, all of which have been held constitutional by the Nation's highest judicial organ. In these and other precedents, A. F. of L. leaders believe the Supreme Court of Oregon and the Supreme Court of the United States will outlaw the measure as unconstitutional.

SHOE WORKERS AVERAGE WEEKLY PAY IS $21.33

New York Employes Get Higher Average, $26.20; Pennsylvania Rate of $16.20 Is Lowest.

Washington, D. C. (AFLWNS).—Working men and women who make most of the shoes worn by 130,000,000 millions of people in the United States (and some for the export trade) are certainly not being paid wages high enough to enable them to purchase many of the luxuries of life. This fact is strikingly revealed in the report issued by Mary Anderson, director of the Children's Bureau, and Labor Secretary Frances Perkins, that the average weekly wage is $21.33.

The report, covering both wages and hours in the shoe industry, will be used by the Labor Department to determine whether the future duty of the industry's employment comply with the labor standards provided in the Walsh-Healey Public Contracts Act.

The highest average weekly wage, $26.20, is paid in New York, and the lowest, $16.20, in Pennsylvania. Among the 6,000 women who work in the shoe factories of New York State, while the average earnings of men ranged from $18.05 in Pennsylvania to $29.65.

The range in the weekly earnings of men ranged from $18.05 in Pennsylvania to $29.65 in New York.

Hourly wages for all workers averaged 54 cents, with the New York average 64 cents.

HIAWASSEE DAM UNIONS SET UP CENTRAL BODY

TVA Officials Praise American Federation of Labor Membership Employed on Dam Project.

Hiawassee Dam, N. C. (AFLWNS).—The Hiawassee Dam Workers' Council (metal) is the installation of officers of the newly chartered A. F. of L. Central Labor Union here. The installation ceremony was in charge of James P. Barrett, publicity agent of the Southern Headquarters of the American Federation of Labor, representing Mr. Green.

Because of the large attendance, including officials of the Federation of Labor and international unions, the meeting was moved from the Central Labor Union hall to the auditorium. The officers installed were: J. S. Black, president; R. Y. Bowden, vice president; J. P. Moore, recording secretary; A. Sorrell, financial secretary, and R. Y. Bonham, sergeant-at-arms.

Mr. Barrett, chief of the personnel division of the TVA, and J. E. Walters, TVA labor relations representative at Hiawassee Dam, were the principal speakers.

The result praised the American Federation of Labor unions whose membership is employed upon the TVA work. He said the TVA brought to the workers of the South not only a recognition of the right to organize but encouraged organization. In addition, he asserted that through negotiations based on the principle and practice of collective bargaining the TVA has established uninterrupted from year to year. He also expressed the view that wages of the workers in the South have been cents while work has been increased.

Mr. Walters emphasized the importance of conciliation and cooperation between the TVA and its employes. He said these two essentials have been ever-eminent in the dealings between the TVA and the organized labor crafts whose members are employed on the work, and expressed the conviction that the success of the TVA projects is very largely due to the confidence and cooperation existing between the TVA and organized labor.

AFL Firemen and Oilers Win Power House Ballot

Seattle, Wash. (AFLWNS).—A majority of the power house employes and railway shop laborers employed at the King County Airport here have voted for the International Brotherhood of Firemen and Oilers, Helpers, Roundhouse and Railway Shop Laborers, A. F. of L. affiliate, operating through the Railroad Employes' Department of the American Federation of Labor, as their representative for collective bargaining.

In accordance with the result of the poll, the National Mediation Board certified the Firemen and Oilers Brotherhood as bargaining agent for the power house employes and railway shop laborers under the provisions of the Railway Labor Act.

Green Urges Formation of German Goods Boycott Committees by A. F. of L. Unions

(Continued from Page 1)

while human beings in Germany are being driven and persecuted like hunted animals.

This official communication is being sent you because of the amazing and shocking treatment which is being accorded Jewish people and members of the Catholic faith in Germany and because the Fifty-Eighth Annual Convention of the American Federation of Labor, which was held at Houston, Texas, beginning October 3rd, urged "intensification of our efforts in behalf of the persecuted and oppressed minorities in Germany."

I cannot employ language which would adequately present to you the seriousness of the situation existing in Germany and the urgency and necessity for immediate action.

PERSECUTION OF JEWS DETAILED

Jewish people have been forbidden to exercise ordinary elemental rights. They are being robbed of their property and possessions; they are denied the opportunity to work and earn a living; they are being driven into concentration camps comparable to the Ghetto; merchants are forbidden to sell them food; their children are denied the right to attend school; they are threatened with intolerable persecution if they attend public entertainments, places of amusement, or religious meetings. Such penalties can only be described as brutal, inhuman, sure, but torturous death.

The right to worship in accordance with the dictates of conscience and the administration of the affairs of the Catholic Church should be conceded by the governments of all nations.

BRUTAL TREATMENT AND INHUMAN PRACTICES MUST END IN GERMANY

Appreciating this situation as you must, the need for immediate, definite, decisive action becomes increasingly apparent.

While the German leaders responsible for these cruelties may hear with out hesitation or fear the protests of labor, they cannot disregard the effects of a widespread, vigorous and successful boycott of German goods and German service.

We can make a boycott effective if every working man and woman and their friends will join in the boycott.

Save the Jewish people in Germany. Do it by acting at once.

Boycott German goods and German service as you have never boycotted before. Make it a matter of personal consideration and special action. Do so individually and collectively.

Let us persevere, so far as it lies within our power, the absolute and full freedom of conscience and of religion. Set up community organizations for the avowed purpose of making this boycott effective.

Let Labor and his associates responsible for the persecution of the Jewish race in Germany, know and understand that not only is the conscience of American working men and women aroused, but that they have united in a common and determined purpose to bring to an end the brutal treatment and inhuman practices imposed upon the Jewish people in Germany.

Nazi Germany's Persecution of Jews Is Deliberate Savagery, Says Woll

(Continued from Page 1)

the spy system, which leaves no German one quarter of free speech, and subjected to torture those who made the slightest criticism.

OPPONENTS ARE TORTURED MENTALLY

The latest evidence of this savagery is the inhuman persecution which involves the humiliation as well as the physical mistreatment of those who opposed Hitler. Many of the physical persecutions inflicted on opponents are now too foul to be told over the radio.

Religious persecution has not been known on a large scale in Europe west of Russia since the end of the Thirty Years' War in 1648, with the exception to this rule was the persecution of the Huguenots of Louis XIV of France, and even that is going on two centuries later. But the Nazis make persecution for religious faith one of the basic features of their so-called creed. The tortures they have inflicted upon the Jews have never been matched in Western Europe since the days of Torquemada.

PROPERTY RIGHTS ABOLISHED

At the core of an orderly civilization there has always stood the right of personal property.

There is no personal property within the reach of the Nazis that is safe for long. Their chief spokesman, Dr. Walther Funk, boasts that in the last year 400,000,000 dollars of the property of the Jews of Germany has been confiscated. An additional 400,000,000 dollars fine on a selected list of wealthy Jews has been imposed, not for any crime committed in Germany, but for a shooting of a Nazi official in Paris. And notice is served, almost every day, that the Nazis in Germany, if criticized too sharply in any other country, will take it out on some one of the Jews.

NAZI CRUELTY IS OUTRAGEOUS

Americans are serving notice on the Nazi regime that its persecutions are not only of the outrageous cruelty of the spectacle which is inflicted upon the helpless victims, but of medieval barbarism. They also resent any implication that they have restricted their free expression of contempt for the men and the movement that is now dominating Germany and part of Western Europe, but which cannot endure in America.

Every American should become a part of some movement directed toward the relief or the salvation of the victims of the Nazi savagery.

ALL RELIGIOUS FAITHS ENDANGERED

Let us remember that the Nazi regime aims not only at the Jews, who are today the victims of savagery. Tomorrow it may embrace the Catholics and the following day the Protestants. Not only are all religious faiths in constant danger but liberty, peace and wealth as well are within easy reach of the Nazi sword.

Nazi-ism aims at all who do not conform to the dictates and whims of the oppressors. Clearly, the Nazi policy is one of complete annihilation of all who will not bow in subjection.

Every hour of every day letters, telegrams and telephone calls are coming to me, expressing unity against this terror.

And I declare, as I have declared before, we must help today's victims and we must build a moral rear in armed Germany until hideous and murderous dictatorship gives way to a complete restoration of freedom, civilization, and decency.

WHOLESALE MERCHANDISE WORKERS GAIN GOOD PACT

(Continued from Page 1)

There is no reduction in pay because of holidays; if employes are called to work on holidays, the time and one-half rate will be paid.

Seniority rights are granted. When reductions force because of lack of work the last employe hired shall be laid off first; when returning to work, the last employe laid off shall be the first re-hired. All former regular employes will be reinstated at their last salary status.

Grievances will be adjusted by grievance committees. If the committees fail to adjust the controversy, there is provision for arbitration.

Another important provision of the agreement is the recognition of the Labor Relations Committee to meet at least once a month to discuss any problems along co-operative lines.

The agreement expires June 30, 1939 with a 60-day clause for modification or termination of, prior to said date.

22 A. F. OF L. MEMBERS ORDERED REINSTATED

Roche Harbor, Wash. (AFLWNS).—The Roche Harbor Lime and Cement Company has been ordered by the National Labor Relations Board to bargain collectively, upon request, with Federal Labor Union No. 20433, an A. F. of L. affiliate, as the sole bargaining agency for the company's employes, excluding foremen, office, store and hotel employes.

In addition, the company was ordered to reinstate 22 named employes to their former positions without prejudice to their seniority or other rights and to bargain collectively upon request with the A. F. of L. union.

UNION MEMBERS MAKE AUTO PARKING METER

Washington, D. C. (AFLWNS).—I. M. Ornburn, president of the Metal Trades Department of the American Federation of Labor, announced that the auto parking meter known as the "Park-O-Graph" is 100 per cent union made.

The firm does not operate its own plant, but has its auto parking meter manufactured by the Quality Hardware Company of Chicago, Illinois, with which the International Association of Machinists has a union label agreement.

(From November 14 issue of A. F. of L. Weekly News Service)

ANDREWS RULING BANS WAIVERS FOR OVERTIME

Declares Scheme Planned by Employers Is Plain Violation of Fair Labor Standards Act.

Washington, D. C. (AFLWNS).—A bluntly worded warning to employers was issued by Elmer F. Andrews, Administrator of the Fair Labor Standards Act, that waivers of overtime payments of the law even though prior agreement has been obtained from the workers. The heavy penalties of the Act will be applied against all such instances discovered, he declared.

"It has come to my attention," Mr. Andrews said, "that pay envelopes have been contemplating having a waiver of overtime payment stamped or printed on pay checks on the assumption that acceptance by the employes of pay checks so endorsed will thereby result in an effective waiver of rights given by the statute.

"Employers who may be proceeding on this assumption are badly advised and will find themselves in clear violation of the law.

"I can hardly believe that any employer would be so foolish as to have employes sign that they had worked a certain number of hours during a week and that they had received worked longer hours. It is clear that any such practice, as well as any other falsification of records, constitutes a violation of Section 15 (a) (5) and subjects the employer to the penalties of the act.

The provision of Section 15, of the Wage and Hour Act, referred to by Mr. Andrews, makes it unlawful for any person to violate any of the requirements of the Act requiring employers to preserve the records of persons employed by him and of the wages, hours and other conditions and practices of employment maintained by him. It also declares that it shall be unlawful for an employer to make any statement of this subject which he knows to be false.

A.F.L. Union Wins School Custodial Employes Vote

New York, N. Y. (AFLWNS).—The New York State Labor Relations Board announced the certification of the School and Library Employes Union, Local 74, Building Service Employes International Union, an A. F. of L. affiliate, as the sole collective bargaining agency among custodial employes in the schools of New York City.

The action of the board was in accordance with the result of an election in which 2,284 custodial employes participated.